Equal Employment Opportunity Data Posted Pursuant to the No Fear Act:

CCD (and below)

For 4th Quarter 2016 for period ending September 30, 2016

	Comparative Data												
Complaint Activity	Pr	evious	Fiscal Y	Year Da	ıta	2016Thru09-30							
	2011	2012	2013	2014	2015	20101111u09-30							
Number of Complaints Filed	27	34	37	28	20	16							
Number of Complainants	27	34	36	26	20	16							
Repeat Filers	0	0	1	2	0	0							

Complaints by Dasis			Com	parativ	e Data	ı
Complaints by Basis	Pro	evious I	Fiscal Y	Year D	ata	
Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.	2011	2012	2013	2014	2015	2016Thru09- 30
Race	10	19	22	12	13	7
Color	4	5	13	4	4	5
Religion	0	4	0	1	0	2
Reprisal	13	14	18	10	12	8
Sex	10	16	21	10	10	7
PDA	0	0	0	0	0	0

National Origin	2	3	3	1	3	2
Equal Pay Act	0	0	0	1	1	0
Age	13	11	17	5	5	4
Disability	2	7	8	12	5	7
Genetics	0	0	0	0	0	0
Non-EEO	1	4	8	4	2	0
			Com	parativ	ve Data	1
Complaints by Issue	Pr	evious l	Fiscal '	Year D	ata	
Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.	2011	2012	2013	2014	2015	2016Thru09- 30
Appointment/Hire	3	2	4	3	1	2
Assignment of Duties	6	12	8	2	8	5
Awards	1	2	3	0	1	0
Conversion to Full Time/Perm Status	0	0	0	0	0	0
Disciplinary Action						
Demotion	0	1	0	1	0	1
Reprimand	1	3	4	0	3	0
Suspension	0	1	1	0	3	2
Removal	0	0	2	0	0	0
Other	0	0	0	0	0	0
Duty Hours	0	1	2	0	0	2
Perf. Eval./ Appraisal	3	7	6	4	4	4
Examination/Test	0	0	0	0	0	0
Harassment						
Non-Sexual	4	16	9	9	12	7

Sexual	3	1	2	1	0	1
Medical Examination	0	0	0	0	0	0
Pay including overtime	0	0	1	2	2	0
Promotion/Non-Selection	7	4	8	5	5	6
Reassignment						
Denied	0	3	3	0	2	0
Directed	1	0	2	2	0	2
Reasonable Accommodation Disability	0	1	2	9	4	4
Reinstatement	0	1	0	0	0	0
Religious Accommodation	0	0	0	0	0	1
Retirement	0	1	0	0	0	1
Sex-Stereotyping	0	0	0	0	0	0
Telework	0	0	0	0	0	3
Termination	4	5	3	1	0	1
Terms/Conditions of Employment	4	8	4	4	6	6
Time and Attendance	0	1	0	0	1	2
Training	3	3	1	1	1	2
Other						
User Defined - Other 1	0	0	0	0	0	0
User Defined - Other 2	0	0	0	0	0	0
User Defined - Other 3	0	0	0	0	0	0
User Defined - Other 4	0	0	0	0	0	0

				Co	mpa	rat	tive D	ata	
Processing Time	F	Previou	ıs Fi	sca	l Yea	ar]	Data		2016Thru09-
	2011	2012	2	20	13	20	014	2015	30
Complaints pending duri	ng fiscal ye	ear							
Average number of days in investigation	601.54	280.8	32 3	359	.55	25	8.42	186.17	224.75
Average number of days in final action	0	34.60	0 5	558	.67	11	2.46	161.44	136.29
Complaint pending during	ng fiscal ye	ar whe	re he	ari	ng wa	as 1	reques	ted	
Average number of days in investigation	321.30	298.2	27 3	384	.26	27	4.00	183.50	226.38
Average number of days in final action	0	16.00	0 6	528	.60	56	5.25	114.50	86.50
Complaint pending durir	ng fiscal ye	ar whe	re he	ari	ng wa	as 1	not rec	quested	
Average number of days in investigation	1,535.67	248.8	3 2	288	.50	24	0.25	199.50	221.50
Average number of days in final action	0	62.50	0 2	209	.00	13	7.44	255.33	202.67
	-				Co	m	parati	ve Data	
Complaints Dismiss Agency	ed by	Pro	eviou	us l	Fisca	l Y	ear D	ata	2016Thru09-
. ·		2011	201	12	2013	3	2014	2015	30
Total Complaints Dismis Agency	ssed by	0	0		7		4	3	0
Average days pending pridismissal	rior to	0	0		173	3	189	75	0
Co	mplaints \	Withdr	awn	by	Con	np	lainan	nts	
Total Complaints Withdo	rawn by	0	2		1		3	0	1

							Con	npa	rativ	e D a	ata		
Total Final Agency Actions Finding			P	revi	ous	s Fi	scal	Yea	ır Da	ta		2016	Thru09-
Discrimination		201	1	201	12	2	013	2	014	2	015		30
	#	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	()		0		0		0		1		1	
Without Hearing	()	0	0	0	0	0	0	0	0	0	1	100
With Hearing	()	0	0	0	0	0	0	0	1	100	0	0
Findings of													
Discrimination Rendered by Basis		Previous Fiscal Year Data 2016Th											Thru09.
Note: Complaints can be	20	2011 2012 2013 2014 2015									30		
filed alleging multiple bases. The sum of the bases may not equal total complaints and findings.	#	%	#	9/	6	#	%	#	%	#	%	#	%
Total Number Findings	0		1			0		1		1		1	
Race	0	0	1	10	00	0	0	0	0	1	100	0	0
Color	0	0	0	()	0	0	0	0	0	0	0	0
Religion	0	0	0	()	0	0	0	0	0	0	0	0
Reprisal	0	0	0	()	0	0	0	0	1	100	1	100
Sex	0	0	0	()	0	0	0	0	0	0	0	0
PDA	0	0	0	()	0	0	0	0	0	0	0	0
National Origin	0	0	0	()	0	0	0	0	0	0	0	0
Equal Pay Act	0	0	0	()	0	0	0	0	0	0	0	0
Age	0	0	0	()	0	0	1	100	1	100	0	0
Disability	0	0	1	10	00	0	0	0	0	0	0	0	0
Genetics	0	0	0	()	0	0	0	0	0	0	0	0
Non-EEO	0	0	0	()	0	0	0	0	0	0	0	0

Findings After Hearing	0		0		0		0		1		0	
Race	0	0	0	0	0	0	0	0	1	100	0	0
Color	0	0	0	0	0	0	0	0	0	0	0	0
Religion	0	0	0	0	0	0	0	0	0	0	0	0
Reprisal	0	0	0	0	0	0	0	0	1	100	0	0
Sex	0	0	0	0	0	0	0	0	0	0	0	0
PDA	0	0	0	0	0	0	0	0	0	0	0	0
National Origin	0	0	0	0	0	0	0	0	0	0	0	0
Equal Pay Act	0	0	0	0	0	0	0	0	0	0	0	0
Age	0	0	0	0	0	0	0	0	1	100	0	0
Disability	0	0	0	0	0	0	0	0	0	0	0	0
Genetics	0	0	0	0	0	0	0	0	0	0	0	0
Non-EEO	0	0	0	0	0	0	0	0	0	0	0	0
		ı		·				1	1			<u>'</u>
Findings Without Hearing	0		1		0		1		0		1	
Race	0	0	1	100	0	0	0	0	0	0	0	0
Color	0	0	0	0	0	0	0	0	0	0	0	0
Religion	0	0	0	0	0	0	0	0	0	0	0	0
Reprisal	0	0	0	0	0	0	0	0	0	0	1	100
Sex	0	0	0	0	0	0	0	0	0	0	0	0
PDA	0	0	0	0	0	0	0	0	0	0	0	0
National Origin	0	0	0	0	0	0	0	0	0	0	0	0
Equal Pay Act	0	0	0	0	0	0	0	0	0	0	0	0
Age	0	0	0	0	0	0	1	100	0	0	0	0
Disability	0	0	1	100	0	0	0	0	0	0	0	0
Genetics	0	0	0	0	0	0	0	0	0	0	0	0

Non-EEO	0	0	0	0	0	0	0	0	0	0	0	0
						Com	par	ative	Da	ta		
Findings of			Pre	evious	Fis	scal '	Yea	r Dat	a		2016	Thru09-
Discrimination Rendered by Issue	20)11	2	012	20)13	2	2014		015		30
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	0		1		0		1		1		1	
Appointment/Hire	0	0	0	0	0	0	0	0	0	0	0	0
Assignment of Duties	0	0	1	100	0	0	0	0	0	0	0	0
Awards	0	0	0	0	0	0	0	0	0	0	0	0
Conversion to Full Time/Perm Status	0	0	0	0	0	0	0	0	0	0	0	0
Disciplinary Action												•
Demotion	0	0	0	0	0	0	0	0	0	0	0	0
Reprimand	0	0	0	0	0	0	0	0	1	100	1	100
Suspension	0	0	0	0	0	0	0	0	0	0	0	0
Removal	0	0	0	0	0	0	0	0	0	0	0	0
Other	0	0	0	0	0	0	0	0	0	0	0	0
Duty Hours	0	0	0	0	0	0	0	0	0	0	0	0
Perf. Eval./ Appraisal	0	0	1	100	0	0	0	0	1	100	0	0
Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0
Harassment												•
Non-Sexual	0	0	0	0	0	0	0	0	0	0	1	100
Sexual	0	0	0	0	0	0	0	0	0	0	0	0
Medical Examination	0	0	0	0	0	0	0	0	0	0	0	0
Pay including overtime	0	0	1	100	0	0	0	0	0	0	0	0
Promotion/Non-Selection	0	0	0	0	0	0	0	0	0	0	0	0

Reassignment												
Denied	0	0	0	0	0	0	0	0	0	0	0	0
Directed	0	0	0	0	0	0	0	0	0	0	0	0
Reasonable Accommodation Disability	0	0	0	0	0	0	0	0	0	0	0	0
Reinstatement	0	0	0	0	0	0	0	0	0	0	0	0
Religious Accommodation	0	0	0	0	0	0	0	0	0	0	0	0
Retirement	0	0	0	0	0	0	0	0	0	0	0	0
Sex-Stereotyping	0	0	0	0	0	0	0	0	0	0	0	0
Telework	0	0	0	0	0	0	0	0	0	0	0	0
Termination	0	0	0	0	0	0	0	0	0	0	0	0
Terms/Conditions of Employment	0	0	0	0	0	0	1	100	0	0	0	0
Time and Attendance	0	0	0	0	0	0	0	0	0	0	0	0
Training	0	0	0	0	0	0	0	0	0	0	0	0
Other - User Define								-				-
User Defined - Other 1	0	0	0	0	0	0	0	0	0	0	0	0
User Defined - Other 2	0	0	0	0	0	0	0	0	0	0	0	0
User Defined - Other 3	0	0	0	0	0	0	0	0	0	0	0	0
User Defined - Other 4	0	0	0	0	0	0	0	0	0	0	0	0
Findings After Hearing	0		0		0		0		1		0	
Appointment/Hire	0	0	0	0	0	0	0	0	0	0	0	0
Assignment of Duties	0	0	0	0	0	0	0	0	0	0	0	0

Awards	0	0	0	0	0	0	0	0	0	0	0	0
Conversion to Full Time/Perm Status	0	0	0	0	0	0	0	0	0	0	0	0
Disciplinary Action												
Demotion	0	0	0	0	0	0	0	0	0	0	0	0
Reprimand	0	0	0	0	0	0	0	0	1	100	0	0
Suspension	0	0	0	0	0	0	0	0	0	0	0	0
Removal	0	0	0	0	0	0	0	0	0	0	0	0
Other	0	0	0	0	0	0	0	0	0	0	0	0
Duty Hours	0	0	0	0	0	0	0	0	0	0	0	0
Perf. Eval./ Appraisal	0	0	0	0	0	0	0	0	1	100	0	0
Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0
Harassment												
Non-Sexual	0	0	0	0	0	0	0	0	0	0	0	0
Sexual	0	0	0	0	0	0	0	0	0	0	0	0
Medical Examination	0	0	0	0	0	0	0	0	0	0	0	0
Pay including overtime	0	0	0	0	0	0	0	0	0	0	0	0
Promotion/Non-Selection	0	0	0	0	0	0	0	0	0	0	0	0
Reassignment												
Denied	0	0	0	0	0	0	0	0	0	0	0	0
Directed	0	0	0	0	0	0	0	0	0	0	0	0
Reasonable Accommodation Disability	0	0	0	0	0	0	0	0	0	0	0	0
Reinstatement	0	0	0	0	0	0	0	0	0	0	0	0
Religious Accommodation	0	0	0	0	0	0	0	0	0	0	0	0
Retirement	0	0	0	0	0	0	0	0	0	0	0	0

Sex-Stereotyping	0	0	0	0	0	0	0	0	0	0	0	0
Telework	0	0	0	0	0	0	0	0	0	0	0	0
Termination	0	0	0	0	0	0	0	0	0	0	0	0
Terms/Conditions of Employment	0	0	0	0	0	0	0	0	0	0	0	0
Time and Attendance	0	0	0	0	0	0	0	0	0	0	0	0
Training	0	0	0	0	0	0	0	0	0	0	0	0
Other - User Define												•
User Defined - Other 1	0	0	0	0	0	0	0	0	0	0	0	0
User Defined - Other 2	0	0	0	0	0	0	0	0	0	0	0	0
User Defined - Other 3	0	0	0	0	0	0	0	0	0	0	0	0
User Defined - Other 4	0	0	0	0	0	0	0	0	0	0	0	0
Findings Without Hearing	0		1		0		1		0		1	
Appointment/Hire	0	0	0	0	0	0	0	0	0	0	0	0
Assignment of Duties	0	0	1	100	0	0	0	0	0	0	0	0
Awards	0	0	0	0	0	0	0	0	0	0	0	0
Conversion to Full Time/Perm Status	0	0	0	0	0	0	0	0	0	0	0	0
Disciplinary Action											1	ı
Demotion	0	0	0	0	0	0	0	0	0	0	0	0
Reprimand	0	0	0	0	0	0	0	0	0	0	1	100
Suspension	0	0	0	0	0	0	0	0	0	0	0	0
Removal	0	0	0	0	0	0	0	0	0	0	0	0

Other	0	0	0	0	0	0	0	0	0	0	0	0
Duty Hours	0	0	0	0	0	0	0	0	0	0	0	0
Perf. Eval./ Appraisal	0	0	1	100	0	0	0	0	0	0	0	0
Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0
Harassment												
Non-Sexual	0	0	0	0	0	0	0	0	0	0	1	100
Sexual	0	0	0	0	0	0	0	0	0	0	0	0
Medical Examination	0	0	0	0	0	0	0	0	0	0	0	0
Pay including overtime	0	0	1	100	0	0	0	0	0	0	0	0
Promotion/Non-Selection	0	0	0	0	0	0	0	0	0	0	0	0
Reassignment		ı										
Denied	0	0	0	0	0	0	0	0	0	0	0	0
Directed	0	0	0	0	0	0	0	0	0	0	0	0
Reasonable Accommodation Disability	0	0	0	0	0	0	0	0	0	0	0	0
Reinstatement	0	0	0	0	0	0	0	0	0	0	0	0
Religious Accommodation	0	0	0	0	0	0	0	0	0	0	0	0
Retirement	0	0	0	0	0	0	0	0	0	0	0	0
Sex-Stereotyping	0	0	0	0	0	0	0	0	0	0	0	0
Telework	0	0	0	0	0	0	0	0	0	0	0	0
Termination	0	0	0	0	0	0	0	0	0	0	0	0
Terms/Conditions of Employment	0	0	0	0	0	0	1	100	0	0	0	0
Time and Attendance	0	0	0	0	0	0	0	0	0	0	0	0
Training	0	0	0	0	0	0	0	0	0	0	0	0
Other - User Define	1											

User Defined - Other 1	0	0	0	0	0	0	0	0	0	0	0	0	
User Defined - Other 2	0	0	0	0	0	0	0	0	0	0	0	0	
User Defined - Other 3	0	0	0	0	0	0	0	0	0	0	0	0	
User Defined - Other 4	0	0	0	0	0	0	0	0	0	0	0	0	
							Com	para	tive	e Data	l		
Pending Complaints Filed in Previous Fiscal Years by Status			Previous Fiscal Year Data								2016Thru09-		
Trovious Tiseur rears sy	<i>-</i>	•••	20	11	2012	20	013	2014	1 .	2015		30	
Total complaints from previous Fiscal Years			2	1	24		36	30		26	25		
Total Complainants			1	9	24		36	30		24	23		
Number complaints pend	ing												
Investigation			5		8		6	1		7	8		
ROI issued, pending Complainant's action			0		0		1 1			0	0		
Hearing			12		11	2	26	24	24		16		
Final Agency Action			3		5		6	5		0	2		
Appeal with EEOC Office of Federal Operations			1		1		2	3	3		6		
						(Com	para	tive	e D ata	1		
Complaint Investigations				Previous Fiscal Year Data								2016Thru09-	
			20	11	2012	20	013	2014	1	2015		30	
Pending Complaints Where Investigations Exceed Required Time Frames			1	1	14		7	0		0		0	